

The background of the entire page is a photograph of a city skyline, likely Sydney, with several skyscrapers visible under a clear blue sky. In the foreground, there are lush green plants, possibly ivy, growing on a ledge. The lighting is bright, suggesting a sunny day.

CORRS
CHAMBERS
WESTGARTH

Corrs Chambers Westgarth

Sustainability report

1 July 2023 to 30 June 2024

Corrs Chambers Westgarth is Australia’s leading independent law firm.

We provide exceptional legal services across the full spectrum of matters, including major transactions, projects and significant disputes, offering strategic advice on our clients’ most challenging issues.

With more than 175 years of history and a talented and diverse team of over 1,400 people, we pride ourselves on our client-focused approach and commitment to excellence. Our fundamental ambition is the success of our clients, and this is reflected in everything we do.

We advise on the most significant global matters and connect with the best lawyers internationally to provide our clients with the right team for every engagement. We are also at the forefront of some of the most high-profile public international law matters in our region, assisting governments and corporations with the resolution of highly complex cross-border disputes.

We are the firm of choice for many of the world’s most significant organisations, with our people consistently recognised for providing outstanding client service and delivering exceptional results.

We acknowledge the First Peoples of Australia and their custodianship of Australian lands, including the various lands on which our operations are conducted and on which we work. We recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past and present and recognise that sovereignty has never been ceded.



A message from our CEO and Head of Responsible Business and ESG

The sustainability landscape and stakeholder expectations continue to evolve, requiring focus and attention across a range of issues.

This year, climate action has been a particular focus. We completed a review of our sustainability practices and began developing a holistic Sustainability Strategy including taking steps to develop a net zero pathway and emissions reduction targets.

We also strengthened other areas of our sustainability program during the reporting period, including implementing both a *Modern Slavery Policy* and a *Modern Slavery Response and Remedy Framework*, and developing a *Diversity and Inclusion Action Plan* and *Gender Equality Action Plan*.

Further, in the last financial year, our people contributed 33,766 pro bono hours to enhance access to justice, strengthen civil society and build a sustainable future. This contribution significantly exceeds the Australian Pro Bono Centre’s National Pro Bono Target.

We have come a long way, however there is more to do and we are committed to the continued advancement of our sustainability agenda.



Gavin MacLaren
Senior Partner and CEO
Corrs Chambers Westgarth



Dr Phoebe Wynn-Pope
Head of Responsible Business and ESG
Corrs Chambers Westgarth

About this report

This report details Corrs’ activities and progress against its sustainability priorities and identified material issues during the financial year ending 30 June 2024 (FY24).¹

Corrs defines sustainability as the long-term management of environmental, social and governance (ESG) factors to ensure the responsible stewardship of resources, foster ethical and inclusive business practices, and enhance value for our stakeholders.

This report is made on behalf of the Corrs Group (referred to as **Corrs, we, us, our** in this report),² and has been prepared for our stakeholders, including our clients, community groups, partner organisations, employees and suppliers.

Reporting frameworks

As a signatory to the United Nations Global Compact (UNGC), this report serves as our FY24 Communication on Progress and details our progress against the UNGC Ten Principles, as well as the United Nations Sustainable Development Goals (SDGs).³

We have also been guided by the Sustainability Accounting Standards Board’s (SASB) five sustainability dimensions (see table below).

Business model and innovation	About Corrs (Page 2) Our firm
Leadership and governance	Our governance
Social capital	Our community
Human capital	Our people
Environment	Our environment

1 All references to a year are to the financial year ending 30 June 2024 unless otherwise stated.

2 Corrs Group comprises the partnership of Corrs Chambers Westgarth, Corrs Support Services Pty Ltd as trustee for the Corrs Support Services Trust and their respective associated entities, including Corrs Chambers Westgarth Papua New Guinea, Corrs Enterprises Pty Ltd trading as Orbit Legal Resourcing, Telesto Legal and Technology Pty Ltd and Corrs Enterprises Holdings Pty Ltd. Further information on Corrs’ operations is detailed in our [FY23 Modern Slavery Statement](#), p 5.

3 Please see our *Sustainability report – Annexure* for more information on our responses to the Communication on Progress.





Feedback

If you have any feedback about the report, please contact our Head of Responsible Business and ESG, Dr Phoebe Wynn-Pope at phoebe.wynn-pope@corrs.com.au.

Review and approval

The report has been approved by the Board of Corrs Chambers Westgarth on 11 March 2025 and the Board of Corrs Support Services Pty Ltd on 11 March 2025.

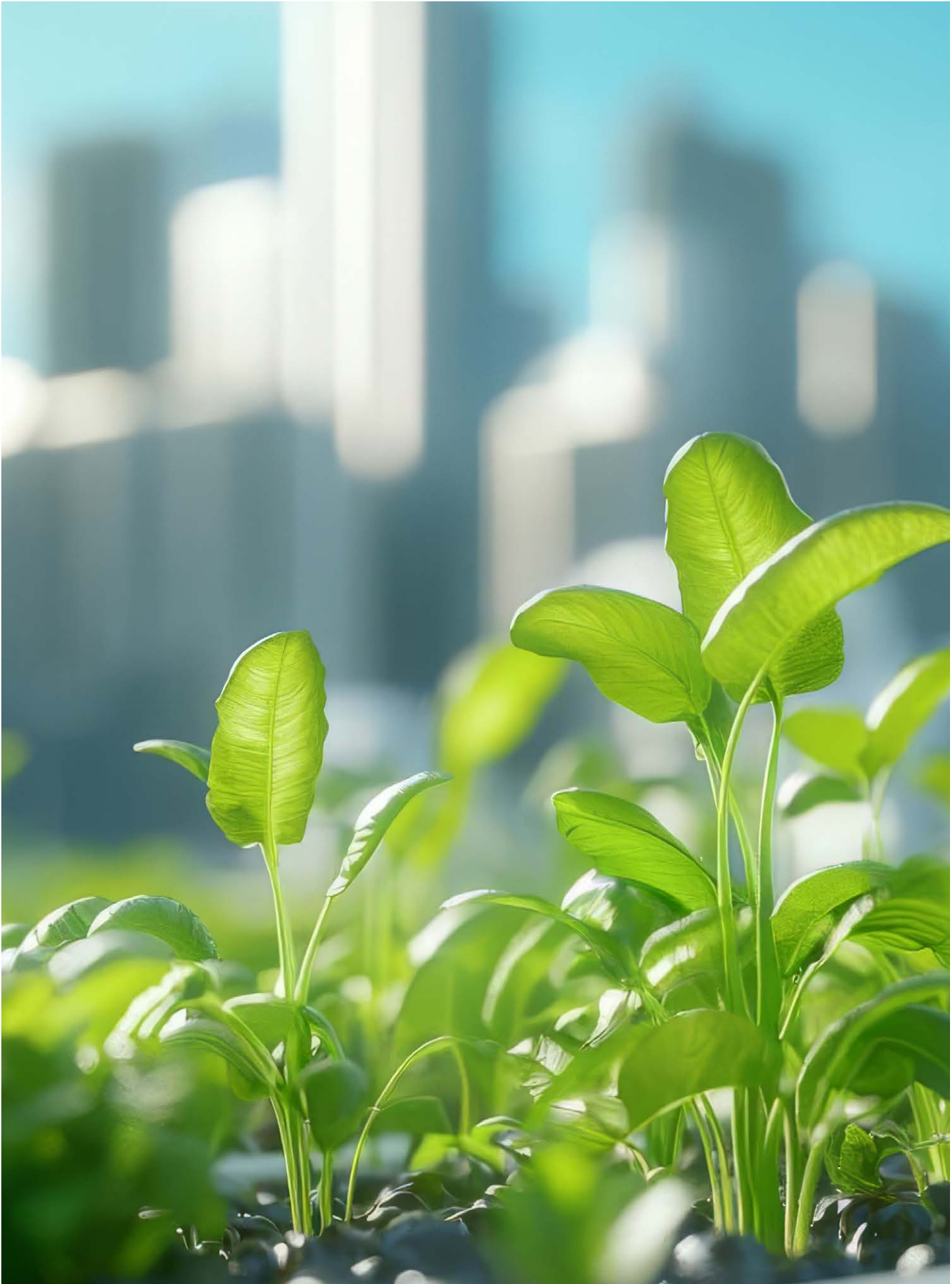
Throughout this report, we indicate where our work incorporates the UNGC Ten Principles and contributes to the advancement of the SDGs.

 HUMAN RIGHTS	 LABOUR	 ENVIRONMENT	 ANTI-CORRUPTION
<p>Principle 1</p> <p>Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2</p> <p>Businesses should make sure that they are not complicit in human rights abuses</p>	<p>Principle 3</p> <p>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4</p> <p>Businesses should uphold the elimination of all forms of forced and compulsory labour</p> <p>Principle 5</p> <p>Businesses should uphold the effective abolition of child labour</p> <p>Principle 6</p> <p>Businesses should uphold the elimination of discrimination in respect of employment and occupation</p>	<p>Principle 7</p> <p>Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8</p> <p>Businesses should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9</p> <p>Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>Principle 10</p> <p>Businesses should work against corruption in all its forms, including extortion and bribery</p>

 1 NO POVERTY	 2 ZERO HUNGER	 3 GOOD HEALTH AND WELL-BEING	 4 QUALITY EDUCATION	 5 GENDER EQUALITY	 6 CLEAN WATER AND SANITATION
 7 AFFORDABLE AND CLEAN ENERGY	 8 DECENT WORK AND ECONOMIC GROWTH	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	 10 REDUCED INEQUALITIES	 11 SUSTAINABLE CITIES AND COMMUNITIES	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
 13 CLIMATE ACTION	 14 LIFE BELOW WATER	 15 LIFE ON LAND	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	 17 PARTNERSHIPS FOR THE GOALS	



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Our firm

Our approach to sustainability

Our material issues



Our firm

At Corrs, our people and culture are critical to achieving our ambition to be the leading law firm in Australia.

Our purpose – to ‘imagine, inspire and together create a better future’ – is guided by the firm’s values of excellence, collaboration, commitment and respect.

Excellence

Collaboration

Commitment

Respect

Our approach to sustainability

Corrs was one of the first Australian law firms to have a dedicated Responsible Business and ESG legal practice group, comprising internationally respected technical experts who support our clients with the ever-changing sustainability landscape.

Our approach to sustainability encompasses the environmental impact of our operations, inclusivity and equality within our workforce and the broader community, and the governance frameworks that drive accountability, transparency, and ethical conduct. We aim to integrate these considerations into the firm’s strategy, ensuring that sustainability is embedded in our decision-making processes and aligns with the firm’s long-term business goals.

As part of this commitment, we acknowledge the growing expectations on law firms to not only address climate risks within their own operations but also to guide clients in navigating these risks. At Corrs, we are committed to assisting clients to manage their climate-related legal risks while working towards strengthening our own practices to reflect the highest standards of environmental responsibility.

During FY24, we undertook a review of our sustainability practices and began developing our inaugural Sustainability Strategy. This strategy will formalise our commitment to sustainability by strengthening ESG considerations in our decision-making. By taking a holistic approach, we seek to demonstrate how our practices contribute to long-term value for clients, our people and the community, in line with broad trends reshaping the global business environment.

In addition, we partner with a range of community and industry bodies to help shape and deliver on our sustainability commitments. These partnerships, along with the activities outlined throughout this report, reflect our continued commitment to transparency, responsible practice and proactive leadership in sustainability. For more information on our partnerships and memberships, see page 20.

Our material issues

During the reporting period, we undertook our first materiality assessment to identify and prioritise the key ESG issues of concern to our business and our stakeholders. These are listed below and inform the content of this report, as well as our forthcoming Sustainability Strategy.

<div>Environmental</div> <div>Energy management</div> <div>Greenhouse gas emissions</div> <div>Business travel</div> <div>Impacts of climate change</div>
<div>Social</div> <div>Gender equality and pay equity</div> <div>Diversity and inclusion</div> <div>Health and safety</div> <div>Employee engagement</div>
<div>Governance</div> <div>Digital security and privacy</div> <div>Risk management</div> <div>Conflicts of interest</div> <div>Client and matter acceptance</div> <div>Business ethics</div>

Our materiality assessment engaged a cross-section of internal and external stakeholders and drew on the concept of ‘double materiality’ meaning it considered both ESG risks to the business and impacts of the business.

02

Our governance

Governance structure and composition

Governance of sustainability

Responsible procurement and modern slavery

Data security

Ethics and conflicts

Anti-bribery and corruption

Whistleblowing

Looking ahead – challenges and opportunities



Human rights



Labour



Environment



Anti-corruption

5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



16

PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Our governance

We manage all aspects of our business with integrity, respect and according to the highest professional, ethical and business standards.

We take steps to ensure our people, and those that provide services on our behalf, comply with all applicable laws and conduct business ethically and responsibly. We work to identify, prevent and mitigate ESG risks in our own business and with our clients to contribute to a better, more resilient and sustainable future.

Governance structure and composition

Corrs’ governance structure aims to uphold our commitment to business integrity and ethical conduct. Corrs’ Chief Executive Officer and Audit and Risk Management Committee (**ARMCO**), supported by the Chief of Risk and Legal Excellence and the Chief Operating Officer, oversee the implementation of our risk management framework, fostering legal and operational excellence and processes to enable ongoing risk identification and mitigation. Details of our leadership structure as at 30 June 2024, including the Partnership Board, are available on pages 21-22.

Governance of sustainability

Corrs’ cross-functional Sustainability Working Group (**SWG**), the successor to the Responsible Business Working Group, coordinates the firm’s sustainability initiatives. The Head of Responsible Business and ESG, General Counsel and partners responsible for diversity and inclusion and gender equality update the Board annually on their areas of focus and report any material issues to the Board through ARMCO.

Responsible procurement and modern slavery

Corrs has a comprehensive policy framework to support responsible procurement, including a **Contracts Policy**, **Ethical Sourcing Policy** and **Supplier Minimum Standards (Minimum Standards)**. Our procurement process includes assessing and engaging with suppliers on their ability to comply with our Minimum Standards which cover labour rights, environmental practices, business integrity and data security.

During the reporting period, we implemented a **Modern Slavery Policy** outlining our commitment to identifying, assessing and addressing modern slavery risks within our supply chain and operations. This policy includes guidelines for our procurement personnel and a response and remedy framework aligned with the United Nations Guiding Principles on Business and Human Rights (**UNGPs**).

Details on our modern slavery program and compliance with the Australian *Modern Slavery Act 2018* (Cth) are included in our [Modern Slavery Statements](#).

Data security

Corrs maintains a strong information security management system and cyber risk program in compliance with regulation and industry best practice. Our system includes:

- adoption of leading technologies to enhance the end-user security posture;
- mandatory annual due diligence on third-party technology vendors against Corrs Cloud Security Framework;
- a Cyber Incident Response Plan to support the handling of cyber-related incidents swiftly and effectively;
- participation in the Cyber Global Risk Exchange to assess our cyber security program’s effectiveness;
- external audits against the ISO/IEC 27001 and ISO/IEC 31000 standards; and
- regular mandatory security awareness training for all partners and staff.

During the reporting period, Corrs conducted an executive cyber security incident simulation.

Ethics and conflicts

Corrs has a suite of robust ethics and conflicts policies and protocols to support acting ethically and in accordance with professional conduct rules, including an **Ethics and Good Lawyering Policy** and a **Conflicts Policy**. Our dedicated Ethics and Conflicts Partner is responsible for providing guidance on ethical questions and resolution of any actual or potential conflicts that may arise.

The firm identifies, avoids and manages conflicts of duties and interests through a range of controls and protocols, including providing guidance and ongoing training, requiring conflict searches before accepting new matters or parties, and identifying certain high-risk matters and transactions in which we will only act if certain procedures are followed.

Anti-bribery and corruption

Corrs has an **Anti-Bribery and Anti-Corruption Policy** and **Political Donations Policy** which outline our responsibility to prevent bribery and improper conduct and offer guidance on recognising and dealing with instances of bribery and corruption. These policies are supported by mandatory anti-bribery and corruption training for all partners, employees and contractors upon commencement with the firm. We also continue to take collective action against corruption through our membership and pro bono partnership with Transparency International Australia.

Whistleblowing

Corrs encourages people to challenge and raise concerns about misconduct or inappropriate behaviour. Our **Whistleblower Protection Policy** provides an avenue for our people to raise concerns (including anonymous reports) without fear of reprisal. The firm has appointed Whistleblower Contact Officers who are authorised to receive, action and refer reports of misconduct or inappropriate behaviour to the Ethics and Conflicts Partner and Chief of Risk and Legal Excellence for investigation.

Corrs’ key governance policies

- Anti-Bribery and Anti-Corruption Policy
- Client and Matter Acceptance Policies
- Conflicts Policy and Rules
- Contracts Policy
- Environment Policy
- Ethical Sourcing Policy and Supplier Minimum Standards
- Ethics and Good Lawyering Policy
- Information Technology and Information Security Policy
- Modern Slavery Policy, Guidelines and Response and Remedy Framework
- Political Donations Policy
- Privacy and Spam Compliance Policies
- The Way We Work (Code of Conduct)
- Whistleblower Protection Policy

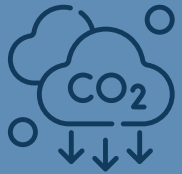
Looking ahead – challenges and opportunities



Artificial intelligence (AI) presents both an opportunity and ongoing challenge for organisations, including professional services firms. We will continue to proactively monitor and assess the development and deployment of AI, particularly generative AI, to ensure we have adequate guidelines and procedures in place directed to protecting and promoting our clients’ best interests, including protecting their confidential information.



We recognise the importance of developing and implementing a human rights policy framework to ensure our internal policies and procedures are consistent with respecting human rights, which we are progressing.



As we look to develop and implement our net zero pathway, we intend to review and update our environmental and responsible procurement policies to support our transition to net zero.

03

Our people

Our workplace

Safe and healthy environment

Respect@Work

Gender equality and diversity and inclusion

Nurturing talent

Looking ahead – challenges and opportunities



Human rights



Labour

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GOOD HEALTH
AND WELL-BEING



4

QUALITY
EDUCATION



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



10

REDUCED
INEQUALITIES



17

PARTNERSHIPS
FOR THE GOALS



Our people

Our supportive and inclusive culture – built on our values of excellence, collaboration, commitment and respect – sustains our engaged and high performing team.

Our values guide how we partner with clients, build engaged teams and attract the best people, helping them realise their potential. We provide exceptional opportunities for challenging and rewarding work as well as personal and professional growth. Our high-quality professional development programs and market-leading benefits equip and reward our people.

Our values, inclusive culture, flexibility and wellbeing programs empower people within the firm by encouraging diverse viewpoints, helping employees balance their work and personal lives, and supporting their overall wellbeing. These initiatives align with the 2030 sustainable development agenda promoting gender equality, quality education, decent work, good health and wellbeing and reduced inequalities.

Our workplace

Our policies, procedures and supportive culture support a positive working environment for our people. We offer market-competitive remuneration, generous leave entitlements and flexible working arrangements.

Safe and healthy environment

Our **Health and Safety Policy** outlines our approach to ensuring a healthy and safe working environment. It is supported by a range of tools and practices, including a Wellbeing and Fatigue Management Framework, a Psychosocial Hazard toolkit for managers, free confidential counselling services, and mandatory vicarious trauma and resilience training for all employees involved in our pro bono program and sensitive client matters. Our People and Performance team reports quarterly to ARMCO on health and safety risks and to track progress.

Respect@Work

Corrs has a long-standing **Respect in our Workplace Policy** which aims to proactively build a culture that prevents and de-escalates inappropriate and unlawful workplace behaviours.

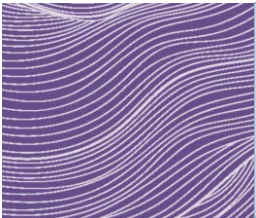
During the reporting period, we were active in addressing our Respect@Work positive duty to eliminate, as far as possible, sex discrimination, sexual and sex-based harassment, hostile work environments on the ground of sex, and related acts of victimisation (**positive duty**). We engaged an external expert to review our proposed strategies, held tailored training for the firm's leaders, employees and Workplace Contact Officers, developed a prevention and response plan, and updated standard engagement terms and event guidelines.

Corrs' key people policies


- After Hours Recognition Policy
- Diversity and Inclusion Policy
- Employee Leave Policy
- Employee Remuneration Policy
- Family and Domestic Violence Policy
- Flexibility at Corrs Policy
- Gender Affirmation Policy
- Gender Equality Policy
- Health and Safety Policy
- Infant Feeding Policy
- Injury and Illness Management Policy
- International Study Scholarship Policy
- Parental Leave Policy
- Respect in Our Workplace Policy

Gender equality and diversity and inclusion

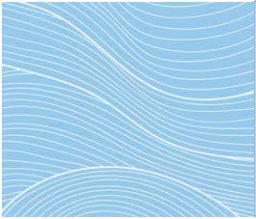
Our commitment to gender equality and diversity and inclusion (D&I) is woven through all aspects of our firm – from our recruitment and people development strategies to our remuneration and wellbeing initiatives. Click on our priority areas below to read more about our key gender equality and D&I actions.




Gender Equality – We recognise that gender equality drives more diverse ideas and thinking, higher productivity and enhanced outcomes for our clients.




LGBTQ Inclusion – We have a strong and ongoing commitment to LGBTQ inclusion amongst our people, our clients and the broader community.




Cultural Diversity – We value the cultural diversity of our people and of the broader community.



First Nations Inclusion – Our vision is for an inclusive, equal and reconciled society across Australia, which celebrates the histories and cultures of First Nations peoples.



Accessibility and Disability Inclusion – We support those with lived experience of disabilities and/or chronic illnesses and varied accessibility needs.



Parents and Carers Support – We provide our people with support related to parenting, caring and managing work and family commitments.

Women in leadership

Since 2018:

- The percentage of women on the Corrs Board increased from 25% to 57%*.
- The percentage of Practice Group Leaders who are women increased from 16% to 41%*.
- The percentage of women in the partnership increased from 23% to 30%*.
- Women have made up an average of 67%* of our internal partner promotions.

* As at 30 June 2024

A message from our Head of Gender Equality, Christine Covington



“I was delighted to take up the role as Head of Gender Equality in early 2024 and to drive progress on our gender equality program during the reporting period.

In the second half of 2023, our state-based gender equality committees, made up of representatives from across the firm, undertook a series of consultations to collect feedback on our gender equality programs. The themes that emerged from these discussions were augmented by additional consultations with an external consultant, consolidated on a national basis and shared with the Board and partners.

A key focus throughout 2024 has been developing our inaugural Gender Equality Action Plan, which incorporates themes identified by our gender equality

committees. Our plan outlines strategic initiatives designed to eliminate barriers and promote equal opportunities for all, supporting every individual to thrive and contribute to our collective success. We look forward to implementing our Gender Equality Action Plan in the next reporting period.

Other highlights across our gender equality program included continuing work to ensure gender balance in client relationships, equitable briefing initiatives and business development activities, and enhancing the firm’s time recording and reporting process to enable greater visibility of contributions to gender equality and D&I initiatives.

There is more work to be done, and I look forward to continuing our progress in this important area.”

A message from our Head of Diversity and Inclusion, David Anthony



- We look forward to implementing our Diversity and Inclusion Action Plan in the next reporting period and continuing to drive impactful change.
- During the reporting period, we had fantastic momentum in all areas of D&I at Corrs. Some highlights include:
- Achieving gold citation in the Australian Workplace Equality Index (AWEI), a national benchmark that drives best practice for Australian employers across all sectors.
 - Launching a dedicated leadership program for lawyers from culturally diverse backgrounds.
 - Continuing our participation in the Australian Network on Disability’s ‘Stepping Into’ program, a paid internship scheme that gives talented university students with lived experiences of disability the opportunity to gain work experience.
 - Facilitating the employment of First Nations peoples in legal and non-legal roles at Corrs through our continued participation in the CareerTrackers Indigenous Internship Program.
 - Establishing a buddy program for incoming clerks and graduates, matching them with mentors who have diverse lived experiences or are allies.
 - Amplifying the voices and perspectives of our diverse community by celebrating days of significance spanning our D&I and gender equality priority areas.

I am excited and personally committed to lifting the bar higher and to exploring new and emerging forms of diversity in our pursuit for broad inclusion.”

“In my role as Head of Diversity and Inclusion, I have day-to-day responsibility for the firm’s overarching D&I agenda. I am supported by our national Diversity and Inclusion Committee and work closely with our five employee-led D&I networks focused on LGBTQ inclusion, cultural diversity, First Nations inclusion, disability and accessibility inclusion, and parent and carer support.

Throughout the reporting period, a significant milestone has been the development of our inaugural Diversity and Inclusion Action Plan. This plan underscores our active commitment to fostering an inclusive and supportive culture and acknowledges that D&I is a collective responsibility.

Nurturing talent

We adopt a ‘Teaching Firm’ philosophy by offering a comprehensive, relationship-driven learning model that fosters development through mentoring, practical day-to-day work experience and structured learning opportunities. Some of our key programs include:

- **Lawyer Development Program:** A two-year graduate program involving three practice group rotations, a dedicated mentor partner and multiple formal learning opportunities, including our Graduate Academy and Legal Excellence program.
- **Associate and Senior Associate Development Program:** Multi-day career path intensive programs designed specifically for recently promoted and newly joined associates and senior associates.
- **Leading for High Performance Program:** A two-day leadership development program designed specifically for Business Services Managers and facilitated by Performance Lab.
- **Trainee Legal Assistant Program:** A nine-month structured learning program for legal assistant trainees, involving rotations through multiple practice groups and a dedicated buddy and coach.
- **International Secondment Program:** Opportunities for our lawyers to work at leading independent firms in the United States, United Kingdom, Europe and Asia.
- **International Study Scholarship:** Scholarships for exceptional legal employees to study Master’s programs at the University of Oxford or the University of Cambridge.
- **Study Assistance:** Financial assistance for relevant undergraduate or postgraduate programs.



International Study Scholarship reflections: Darren Lee, Senior Associate



Darren Lee, a Senior Associate in our Commercial Litigation team, completed his Master of Law at the University of Cambridge through the International Study Scholarship.

The scholarship supports the continuing professional development of high talent legal employees. Through it, Corrs provides financial support for the completion of a Master’s Degree at Oxford University or Cambridge University.

“The Corrs International Study Scholarship gave me the opportunity to pursue my goal of studying overseas. My team and partners generously offered their support throughout the application process and my time away.

Outside of formal study, I worked with the Cambridge University Pro Bono Project on a project looking at the law of infanticide in England and Wales. It was challenging but important work, especially as the law seeks to keep pace with developments in society and attitudes to things such as mental health. I also worked as an Associate Editor and, later, Managing Editor for the Cambridge Law Review, a student-led publication.

My time at Cambridge was also a great opportunity to live and study in the historical surrounds of the university and to explore life in a different city.”



AWEI Gold Citation 2024
Australian LGBTQ+ Inclusion Awards



Looking ahead – challenges and opportunities

Ensuring that all voices are heard and valued, and that systemic biases are overcome, are two ongoing and important priorities.



Our Diversity and Inclusion Action Plan and Gender Equality Action Plan will help tackle these challenges by establishing clear frameworks and actions to drive progress.



Top 10 Most Popular Clerkship
Employer – Australia
Grad Connection 2024

04

Our community

Pro bono

Community engagement

Reconciliation

Human rights

Looking ahead – challenges and opportunities



Human rights



Labour



Environment

1 NO POVERTY



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



13 CLIMATE ACTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



Our community

Corrs has a long and proud history of promoting equality and justice in our society.

We encourage our people to get involved in our pro bono and community engagement program, which supports disadvantaged and marginalised individuals and groups, charities and not-for-profit organisations through pro bono legal work, volunteering and workplace giving.

Pro bono

Our pro bono program is designed to uphold the principles of justice, equality and community, and plays an important role in delivering on the firm’s purpose to ‘imagine, inspire and together create a better future’.

These principles are given effect through our **Pro Bono Policy** and strategy which outline three pillars of strategic intent. These pillars constitute the focus of Corrs’ pro bono practice and aligns the firm’s commitments under the UNGC and supports the SDGs.

Corrs is a signatory to the Australian Pro Bono Centre’s National Pro Bono Target. The National Pro Bono Target is a voluntary and aspirational target of at least 35 hours of pro bono legal services per lawyer per year.



Pillar 1 Enhancing access to justice

We uphold the principle that all are equal before the law and provide legal services to those who are affected by poverty, discrimination and inequality or face barriers to accessing justice.

Supporting community legal centres: Corrs supports community legal centres (CLCs) across Australia to provide access to justice including the Aboriginal Legal Service of Western Australia Inc, Circle Green Community Legal Centre, Community Legal Centres Association (WA), Footscray Legal Centre Inc, Justice Connect, LawRight, Public Interest Advocacy Centre, Refugee & Immigration Legal Centre, StreetLaw Centre WA Incorporated, the Arts Law Centre of Australia and the Women’s Legal Service Queensland.

During the reporting period, Corrs lawyers undertook over 15,000 pro bono legal hours advising on a range of access to justice matters including housing and tenancy issues, debt, immigration, infringements, family violence and victim of crime assistance. Some of this work also includes providing governance advice, policy support and research assistance to CLCs.



Pillar 2 Strengthening civil society

We work to strengthen civil society by providing legal advice and supporting clients to navigate complex legal challenges, enabling them to fulfil their mission in our society.

Cross jurisdictional analysis highlights the important role of diversity on company boards: Corrs is providing pro bono support to Australian LGBTQI+ Board and Executive Inclusion (**ALBEI**) on the state of the Australian legal landscape in relation to fostering LGBTQ+ diversity on company boards.

Our work includes a broad analysis of diversity-related regulations and policies in other jurisdictions to inform and improve company policies, and regulatory frameworks at a domestic level.

Corrs has also assisted ALBEI with a submission to ASX Corporate Governance Council on increasing board diversity beyond gender, receiving high praise from the Hon Michael Kirby AC CMG, former judge of the High Court of Australia.



Pillar 3 Building a sustainable future

We aim to amplify our impact by driving systemic change through policy and law reform that serves to safeguard human rights, address inequality, combat climate change, promote environmental sustainability, and strengthen democracy and the rule of law.

Finding a pathway to enable a humanitarian exemption to sanctions regimes: Corrs has been providing legal advice to various humanitarian organisations and their peak bodies to navigate both Australia’s autonomous sanctions and counter-terrorism financing regimes and the United Nations sanctions regimes to ensure they can continue their life-saving work in countries including Afghanistan, Iraq, Iran, Syria and the Palestinian Territories. You can read more about this work and the complexities of navigating Australia’s sanctions landscape [here](#).

Examining the biodegradability of plastics in collaboration with the University of Queensland: Corrs worked with the University of Queensland on a significant project to support research and innovation in relation to biodegradable plastics. This work culminated in a discussion paper which describes what is meant by biodegradable plastics and considers issues arising from the current state of play in terms of knowledge, policy, law and expectation. You can download the discussion paper [here](#).

ESG reporting standards on community housing: In partnership with the Australian Community Housing Association and in consultation with key stakeholders including CHOs, lenders, investors and government, Corrs has developed an ESG standard and ESG entity structuring advice for Australian community housing. This framework is the first of its kind in Australia and only the second globally following the launch of the UK SRS in 2020. The standard addresses the impact of activities of housing providers on climate change, as well as mitigation of the physical risks of climate change and climate change criteria for reporting.

Pro bono in FY24 at a glance

Pro bono hours worked



33,766

hours worked by Corrs lawyers including paralegals and clerks

Distribution of pro bono work across pillars

Pillar 1

Access to justice

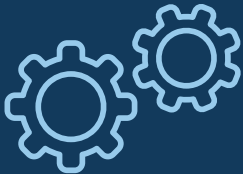
50%



Pillar 2

Strengthening civil society

43%



Pillar 3

Building a sustainable future

7%



First Nations

Corrs has been focusing on strengthening our contributions to First Nations businesses, organisations and concerns. Over the last 12 months we have undertaken 68 matters, amounting to 1,977.8 hours of work.

Community engagement

Throughout the year, we held events and volunteering opportunities to encourage partners and employees to volunteer through our community engagement program.

Over 100 volunteers became Big Buddies through the [Ardoch Literacy Foundation](#) in Melbourne, Brisbane and Perth and [Daystar Foundation](#) in Sydney. Our volunteers wrote letters and worked with students in disadvantaged communities to develop their literacy and social skills.

Some of the not-for-profit organisations we support include: Australia for UNICEF, Beyond Blue, Hagar Australia, Movember, the National Breast Cancer Foundation, Dress for Success, LawRight, OzHarvest, Indigenous Literacy Foundation, STEPtember, The Smith Family, Very Special Kids and the Women’s Legal Service Queensland.

Reconciliation

Our vision is for an inclusive, equal and reconciled society across Australia that celebrates the histories and cultures of First Nations people. To achieve our vision, we:

- use our sphere of influence to educate our employees about First Nations cultures and histories, and to support reconciliation efforts;
- work closely with First Nations organisations across Australia on a pro bono basis to address systemic inequalities, and on matters of [national significance](#);
- fund a A\$10,000 Indigenous scholarship at Melbourne Law School; and
- continue to target procurement spend with Indigenous suppliers, directing more than A\$500,000 of the firm’s spend to First Nations owned business and artists since 2018.

Case study – Seasonal clerks assist on landmark pro bono project

In collaboration with the National Justice Project and Jennifer Robinson of Doughty Street Chambers (London), our 2023-2024 Seasonal Clerks in Sydney assisted Leetona Dungay, the mother of David Dungay Jr (an Indigenous man who died in custody), to explore the possibility of engaging a Special Procedure of the United Nations Human Rights Council to address allegations of human rights violation in relation to deaths in custody in Australia.



Human rights

Our ongoing commitment to and promotion of human rights is a longstanding and intrinsic part of the firm. It is reflected internally in our responsible business strategies that place people at the centre and externally in the advice we provide to clients and our commitment to our community through our pro bono program.

An online module on human rights and modern slavery is part of the suite of mandatory training for all new legal employees and partners. In addition, our Legal Excellence training program includes sessions on the UNGPs and the *Modern Slavery Act 2018* (Cth).

Corrs Business and Human Rights Speaker Series

This year, we continued our firm-wide education initiatives, building our knowledge and understanding of the world of human rights through a diverse speaker series. We invited a range of guests to present on topics aligned with our human rights and diversity and inclusion goals.

Topics included examination of the obligations on business under international law, the challenges of child labour in cobalt mining and remediation solutions for business, combatting human trafficking in Thailand, and the status of women’s rights in the Middle East.

Case study – International Court of Justice Climate Change Advisory Opinion

Corrs worked with UNICEF to provide advice to Pacific Island States on the obligations of States under international law to protect children and future generations from the adverse impacts of anthropogenic climate change.

“Promoting and supporting human rights requires us to deepen our understanding of the issues facing the world today. Our speaker series is key to broadening our horizons and expanding our knowledge.

Dr Phoebe Wynn-Pope, Head of Responsible Business and ESG

Thought leadership

We contribute to the ongoing dialogue on business and human rights by publishing regular thought leadership and insights. Some of our efforts during the reporting period are accessible via the links below.

Essential ESG podcast

Emerging drivers of change in business and human rights

Responsible business in conflict-affected and high-risk areas

The intersection between human rights, climate change and decarbonisation

The relevance of statutory charters of rights for business

View more at: <https://www.corrs.com.au/essential-esg>

Insight articles

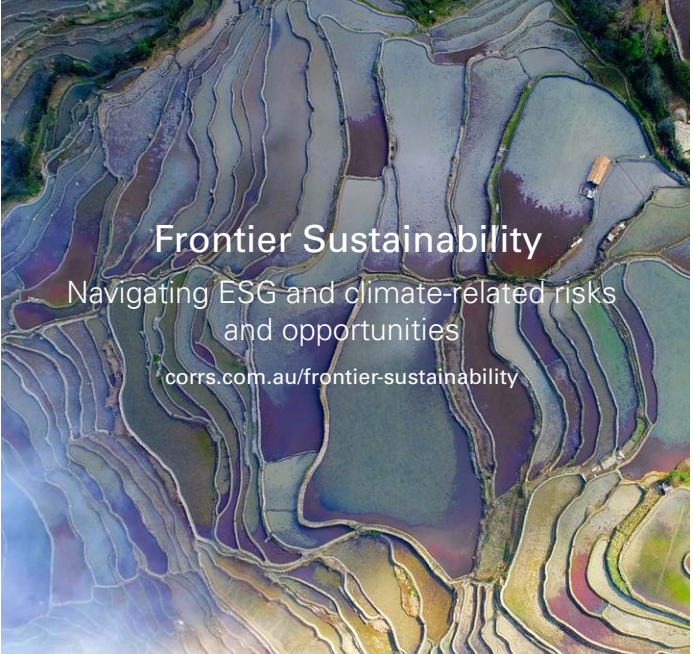
The changing tide: understanding human rights for business

What’s rights got to do with it? The increasing relevance of statutory charters of rights for business

Recent ESG developments in Australia: an update

ESG and the successful delivery of major projects: key considerations for project proponents

View more at: <https://www.corrs.com.au/insights>



Looking ahead – challenges and opportunities



Participation is a key element of successful community engagement. We will continue to maintain our pro bono contribution and explore ways to better measure our impact and increase participation in community engagement initiatives.



We aim to better understand and measure the social impact of our efforts to ensure they align with our strategic objectives. By deepening our understanding of our impact, we can direct our contribution to reducing inequality and building a sustainable future.

05

Our environment

Climate change and greenhouse gas emissions

Energy consumption and resource management

Greenhouse gas emissions summary

Looking ahead – challenges and opportunities



Environment

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AFFORDABLE AND
CLEAN ENERGY



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RESPONSIBLE
CONSUMPTION
AND PRODUCTION



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CLIMATE
ACTION



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PARTNERSHIPS
FOR THE GOALS



Our environment

Corrs is dedicated to promoting sustainable environmental practices across our workplaces and working to identify, prevent, minimise and address any harmful environmental impacts we have.

Our key environmental issues can be broadly categorised as greenhouse gas (GHG) emissions, energy consumption, and resource management. As a services provider and tenant of commercial real estate, we largely address our GHG emissions, waste and energy consumption through our partnership with Jones Lang LaSalle, our national office managers, and our procurement processes.

We have a dedicated Green Team which coordinates and implements our environmental sustainability initiatives with oversight from the SWG. Our actions are guided by our **Environmental Policy**, which outlines the way in which environmental considerations are integrated into the firm’s business operations. This policy requires Corrs to consider the environmental impact of implementing any new procedures, processes or systems, acquiring an asset, or when evaluating goods or services provided to us by suppliers and third parties.

Climate change and greenhouse gas emissions

During the reporting period, we began the process of mapping our pathway to net zero, including the goal of setting interim science-based emissions reduction targets. This is an ongoing project and we expect to share more details in our forthcoming Sustainability Strategy and our next Sustainability Report.

Corrs’ Australian operations have been certified carbon neutral by Climate Active each year since 2020 (for FY19), reflecting our longstanding commitment to proactively addressing our impacts on climate.⁴ During the reporting period, we purchased and retired voluntary carbon credits to offset our greenhouse gas emissions and obtain our Climate Active certification for FY23. Each carbon credit represented the reduction of one tonne of carbon dioxide or carbon dioxide equivalent from the atmosphere from either the installation of high efficiency wood burning cookstoves in Kenya or the avoidance of commercial logging in forested areas of Papua New Guinea (PNG).

Our Climate Active certifications are available on the [Climate Active Register](#).⁵

Energy consumption and resource management

All our offices are energy rated 5-star or above by the National Australian Built Environment Rating System (NABERS) and the Green Building Council of Australia. We continue to target energy consumption across all our offices and are working to move to 100% renewable energy. During this reporting period, our Sydney and Melbourne offices were powered by renewable energy. Our Perth office was also powered by renewable energy from 1 January 2024. Towards the end of the reporting period, we began investigating securing Large Scale Generation certificates to offset our scope 2 emissions in our Brisbane and PNG offices.

In recent years, we have implemented several measures to reduce our energy consumption and the associated GHG emissions. These include implementing energy saving lighting plans, using a carbon neutral data centre program, and switching off the auto wake-up sensors in our printers.

During the reporting period, Corrs negotiated and secured a contract for a new office in Melbourne. Consistent with our commitment to promoting sustainable workplace practices, we selected an office with good environmental credentials. These include premium waste management facilities, targets for 100% renewable electricity and net zero emissions by 2025, and high NABERS Energy and Indoor Environment ratings.

Responsible waste management continues to be a focus of our Green Team. Recent initiatives to support sustainable waste practices and the circular economy have included shifting to carbon-neutral printing paper, stocking our internal cafes with re-usable cups, plates, packaging and containers, and partnering with RenewIT to repurpose our retired technology equipment.

“We recognise the need to reduce our overall greenhouse gas emissions and play our role in the economy-wide transition to net zero. Through our sustainability initiatives, we strive to meet the needs of all our stakeholders, as we promote the right to a healthy and sustainable environment, and the realisation of the SDGs.

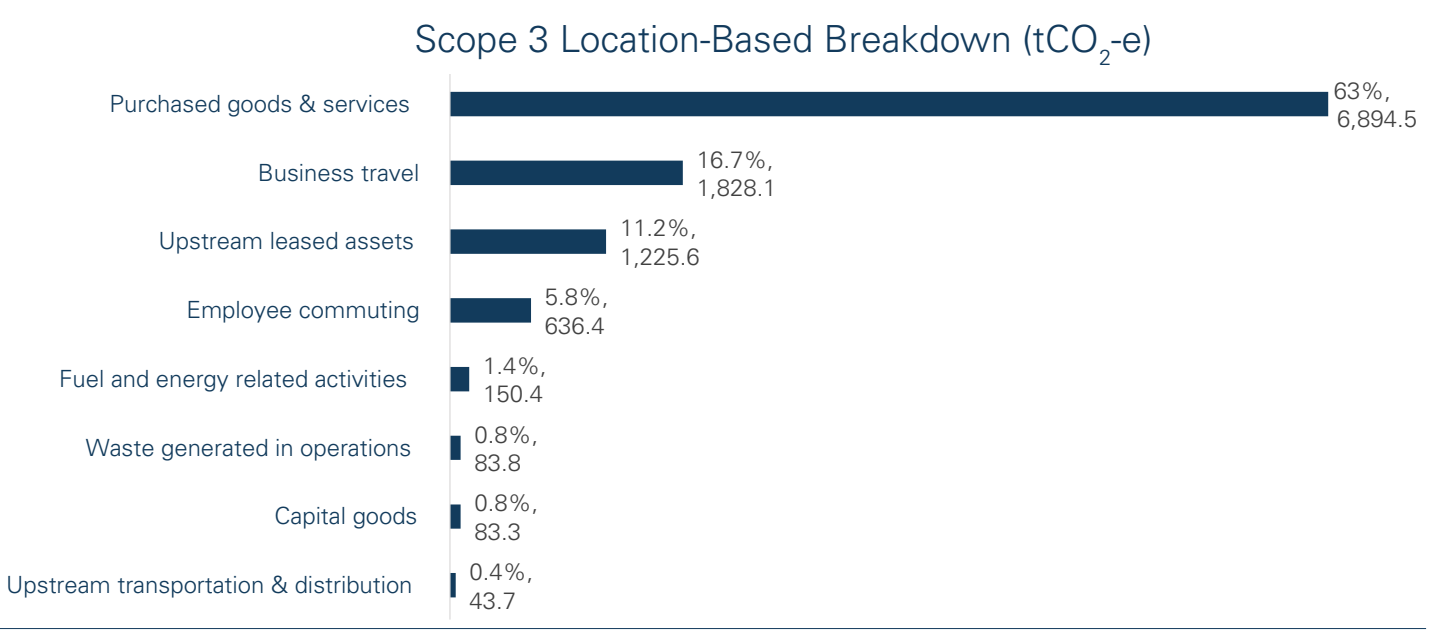
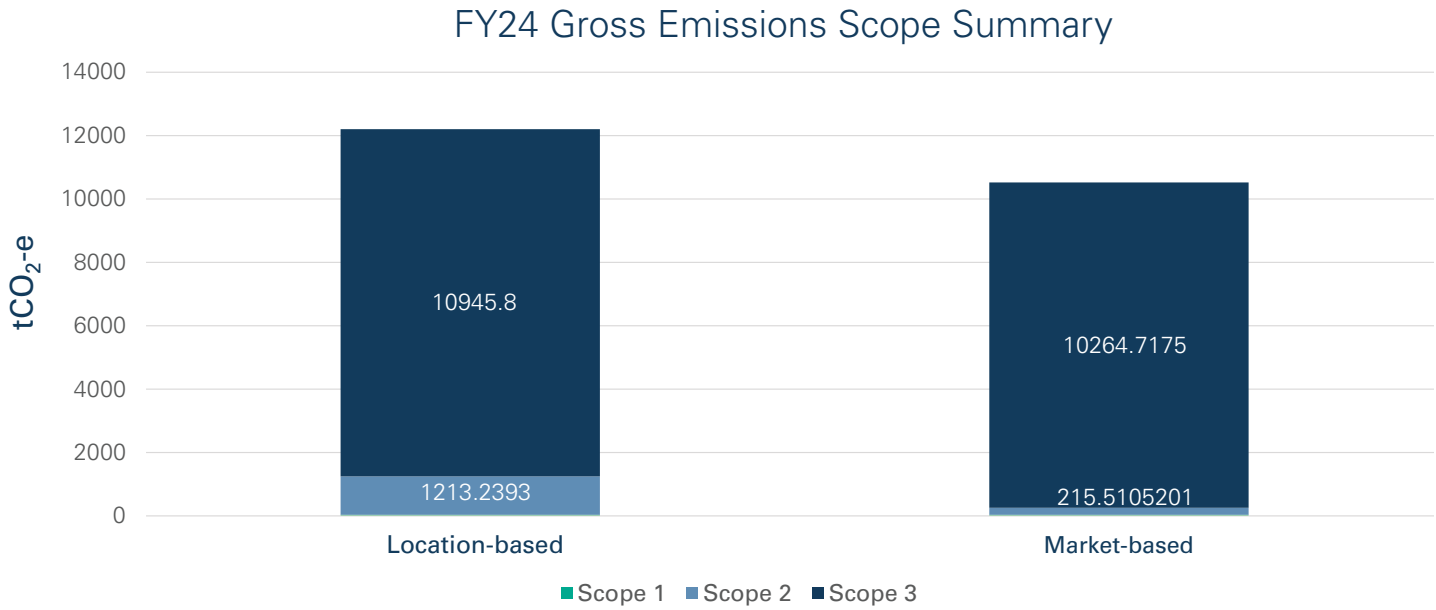
Dr Phoebe Wynn-Pope, Head of Responsible Business and ESG

⁴ Climate Active is an Australian Government accredited carbon neutral certification scheme for Australian businesses.
⁵ The emissions figures in our Climate Active Product Disclosure Statement for FY24 will vary from those reported here as the Climate Active Carbon Neutral Standard methodology has different requirements to the Greenhouse Gas Protocol.



Greenhouse gas emissions summary

Scope	Gross emissions FY24 (tCO ₂ -e)*
Scope 1 Emissions	41.5
Scope 2 Emissions (Location-based)	1,213.2
Scope 3 Emissions (Location-based)	10,945.8
Purchased goods & services	6,894.5
Business travel	1,828.1
Upstream leased assets	1,225.6
Employee commuting	636.4
Fuel and energy related activities	150.4
Waste generated in operations	83.8
Capital goods	83.3
Upstream transportation & distribution	43.7
Downstream transportation & distribution	-
Processing of sold products	-
Use of sold products	-
End-of-life treatment of sold products	-
Downstream leased assets	-
Franchises	-
Investments	-
Scope 1, 2 and 3 totals (Location-based)	12,200.5
Scope 1 Emissions	41.5
Scope 2 Emissions (Market-based)	215.5
Scope 3 Emissions (Market-based)	10,264.7
Purchased goods & services	7,026.9
Business travel	1,778.2
Employee commuting	636.4
Upstream leased assets	516.1
Fuel and energy related activities	178.1
Capital goods	89.5
Waste generated in operations	39.5
Upstream transportation & distribution	-
Downstream transportation & distribution	-
Processing of sold products	-
Use of sold products	-
End-of-life treatment of sold products	-
Downstream leased assets	-
Franchises	-
Investments	-
Scope 1, 2 and 3 totals (Market-based)	10,521.7



Emissions methodology overview

All emissions were calculated in accordance with ISO 14064-1:2018 and the Greenhouse Gas Protocol Corporate Standard.

Scope 1 and 2 emissions were calculated using actual data, excluding the PNG office where actual data is not yet available. In FY24, Scope 1, 2 and 3 emissions were modelled for our PNG office for the first time. The modelling was based on data from our Australian offices, as actual data could not be obtained. Emissions from the PNG office were calculated as <2% of our total emissions profile, and so the contribution is not deemed to be significant. Corrs will aim to improve data collection methods in the future to include actual data from our PNG office.

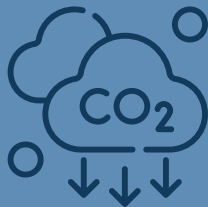
Scope 3 emissions were calculated using the GHG Protocol Corporate Value Chain (Scope 3) Standard using both the location-based and market-based methods, the latter to reflect the renewable electricity consumption in our office base buildings.

Scope 3 was calculated using a combination of mostly actual activity and spend data, but includes some estimations and proxies based on GHG Protocol best practice where real data was unavailable. Where feasible, activity data has been collected to calculate emissions (business flights, hotel stays, employee commuting, water, waste, third-party vehicle fuels, facility base building energy and paper use). Where this was not feasible, Scope 3 emissions were calculated using a spend-based method.

Looking ahead – challenges and opportunities











A key challenge will be reducing the GHG emissions associated with business travel, which is one of our primary sources of emissions.



The development and implementation of a net zero pathway will be a focus for Corrs in the next year. We intend to explore ways to improve visibility of our supply chain so that we can identify opportunities to reduce our scope 3 GHG emissions.

Our partnerships and memberships


	Corporate sponsor of Asian Australian Lawyers Association , the national peak body for Asian Australian Lawyers and a leading voice for cultural diversity in the legal profession.
	Member of the Australian Disability Network , a national organisation that supports organisations to advance the inclusion of people with disability in all aspects of business.
	Sponsor of the Australian Institute of Company Directors Chair’s Mentoring Program , which connects experienced female leaders with ASX 200 chairs and directors in a year-long mentoring program.
	First law firm to become a member of the Australian Sustainable Finance Institute , an organisation established to realign the financial services system to encourage financial flows to activities that will create a sustainable, resilient and inclusive Australia.
	Founding member firm of the global Business and Human Rights Lawyers Association (BHRLA) . Corrs’ Head of Responsible Business and ESG is a Director on the Board of the BHRLA.
	Longstanding member of the Diversity Council of Australia , Australia’s independent not-for-profit peak body for workplace diversity and inclusion.
	Gold sponsor of Diverse Women in Law , an organisation focused on supporting diverse women to enter and remain in the legal profession.
	First law firm to become a member of the Materials and Embodied Carbon Leaders Alliance , an industry alliance driving the reduction of embodied carbon in the building and construction industry.

	Exclusive legal sponsor of Midsumma , Australia’s premier queer arts and cultural organisation.
	Signatory to the Law Council of Australia Equitable Briefing Policy.
	Member of Pride in Diversity , Australia’s leading organisation for the promotion of LGBTQ equality and inclusion in the workplace.
	Member of Pride in Law , Australia’s national LGBTQ law association.
	Member of Supply Nation , a not-for-profit organisation growing the Aboriginal and Torres Strait Islander business sector by promoting supplier diversity.
	Member of the Taskforce on nature-related financial disclosures (TNFD) , a global organisation working in over 100 countries to end the injustice of corruption.
	Member of Transparency International Australia , a global organisation working in over 100 countries to end the injustice of corruption, since 2021.
	Member of the United Nations Global Compact Network Australia , the world’s largest corporate sustainability initiative. Corrs is also a member of the Modern Slavery Community of Practice.

Organisational chart – Corrs Chambers Westgarth

As at 30 June 2024


CEO



Gavin MacLaren


CEO

Board




Stephen Price

Chairman




Gavin MacLaren

CEO




Christine Covington

Partner




Patrick O'Grady

Partner




Kirsty Sutherland

Partner



Natalie Bryant


Partner



Clare Corke


Partner

Practice Group Leaders




Sandy Mak

Head of Corporate




Mark Wilks

Head of Commercial Litigation




Andrew Stephenson

Head of Projects




Tracey Greenaway

Head of Energy and Natural Resources




Adam Stapledon

Head of Banking and Finance




Mark McCowan

Head of Competition




Eugenia Kolivos

Head of Intellectual Property




Paul Carrick

Head of Real Estate




Abigail Gill

Head of Investigations and Inquiries




Cameron Blackwood

Head of Tax




Louise Camenzuli

Head of Environment and Planning




Chris Pagent

Head of Class Actions




Nicholas Le Mare

Head of Employment and Labour




Nastasja Suhadolnik

Head of Arbitration




James North

Head of Technology, Media and Telecommunications (TMT)




Cameron Cheetham

Head of Restructuring, Insolvency and Special Situations (RISS)



Dr Phoebe Wynn-Pope


Head of Responsible Business and ESG



Matthew Muir


Deputy Head of Projects

Partners in Charge




James Abbott

Sydney




Robert Clarke

Melbourne



Alex Feros


Brisbane



Christian Owen


Perth

Gender Equality and Diversity and Inclusion



Christine Covington

Head of Gender Equality



David Anthony

Head of Diversity and Inclusion


Corrs Chambers Westgarth | Sustainability Report

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Organisational chart – Corrs Support Services Pty Ltd


As at 30 June 2024

CEO




Graham Chapman
CEO


Board




Gavin MacLaren
Director




Graham Chapman
CEO




Clare Corke
Partner



Anna Ross
Partner




Heidi Roberts
Partner




Felicity Saxon
Partner


Executive Leadership




Susannah Beattie
Chief Marketing and Strategy Officer




Marae Ciantar
Chief of Risk and Legal Excellence



Ross Hargreaves
Chief People Officer



Belinda Houghton
Chief Financial Officer



Andrew Miller
Chief information Officer

Sydney
Melbourne
Brisbane
Perth
Port Moresby

